



State of Rhode Island
DEPARTMENT OF EDUCATION
Shepard Building
255 Westminister Street
Providence, Rhode Island 02903-3400

Enclosure 6d
February 8, 2022

Angélica Infante-Green
Commissioner

February 8, 2022

TO: Members of the Council on Elementary and Secondary Education

FROM: Angélica Infante-Green, Commissioner *a. infante*

RE: **Approval of RIDE's Executive Pay Plan and Salary Ranges**

I present for your consideration recommended changes to the Rhode Island Department of Elementary and Secondary Education's (RIDE) Executive Pay Plan and Salary Pay Ranges. The Executive Pay Plan/Salary Ranges are proposed for approval.

The attached Executive Pay Plan contains sequential across-the-board increases of salary pay ranges. Consistent with recent past practice, these increases are commensurate with the sequential pay range increases identified in the Department of Administration's contracts with Council 94 and other unions that previously went into effect starting in Fiscal Year 2021 and continuing throughout Fiscal Year 2024.

RECOMMENDATION: THAT, the Council on Elementary and Secondary Education approves the R. I. Department of Elementary and Secondary Education's Executive Pay Plan and Salary Ranges, as presented.

COUNCIL ON ELEMENTARY AND SECONDARY EDUCATION EXECUTIVE PAY PLAN

February 2022

The below Executive Pay Plan contains sequential across-the-board increases of salary pay ranges. Consistent with recent past practice, these increases are commensurate with the sequential pay range increases identified in the Department of Administration's contracts with Council 94 and other unions that previously went into effect starting in FY21 and continuing throughout FY24.

	Fiscal Year(s)	FY21		FY22		FY23		FY24	
	Effective Date	6/21/2020 (retroactive)		06/20/2021 (retroactive)		6/19/2022		06/18/2023	
EXEMPT POSITIONS	Pay Grade	Min	Max	Min	Max	Min	Max	Min	Max
DEPUTY COMMISSIONER	25	180,884	248,274	185,406	252,796	190,041	257,431	194,792	262,182
SENIOR ADVISOR TO THE COMMISSIONER	23	158,518	214,939	162,480	218,901	166,543	222,964	170,706	227,127
CHIEF	21	139,301	186,499	142,783	189,981	146,353	193,551	150,011	197,209
DIRECTOR	19	122,789	162,233	125,858	165,302	129,005	168,449	132,230	171,674
ASSOCIATE DIRECTOR	17	108,602	141,531	111,317	144,246	114,100	147,029	116,953	149,882
ASSOCIATE CHIEF OF STAFF	17	108,602	141,531	111,317	144,246	114,100	147,029	116,953	149,882
COMMUNICATIONS DIRECTOR	17	108,602	141,531	111,317	144,246	114,100	147,029	116,953	149,882
LEGAL COUNSEL/HEARING OFFICER	17	108,602	141,531	111,317	144,246	114,100	147,029	116,953	149,882
EXECUTIVE ASSISTANT	17	108,602	141,531	111,317	144,246	114,100	147,029	116,953	149,882
PERFORMANCE MANAGEMENT EXECUTIVE	16	102,275	132,351	104,832	134,908	107,453	137,529	110,139	140,215
SPECIAL ASSISTANT	16	102,275	132,351	104,832	134,908	107,453	137,529	110,139	140,215
NON EXEMPT POSITIONS	Pay Grade	Min	Max	Min	Max	Min	Max	Min	Max
EXECUTIVE ASSOCIATE	12	81,265	102,132	83,296	104,163	85,379	106,246	87,513	108,380
EXECUTIVE STAFF ASSISTANT	8	65,750	80,152	67,394	81,796	69,079	83,481	70,806	85,208
STAFF ASSISTANT	5	56,599	67,694	58,014	69,109	59,464	70,559	60,951	72,046